



ARIZONA DEPARTMENT OF EDUCATION
Tom Horne, Superintendent of Public Instruction

LOCAL DIRECTORS MEETING

EVIT

February 14, 2006

Welcome	Karlene Darby
ADE Announcements And Recognitions	Karlene Darby
ACOVA Update	Brenda Marietti
ACTE Update	Pam Ferguson
Troops To Teachers	John Scheuer
Industrial Manufacturing Rubric	Joe Epperson
CTE Curriculum Update	Paulett Ellis
Career Preparation Strategies in Small Districts	Panel
Career Preparation Strategies in Large Districts	Panel
Fiscal Update	Ted Davis

Break

25 Minute Rotation Schedule (Choose 3 Of 4)

- 1st 10:30 Am To 10:55 Am**
- 2nd 11:00 Am To 11:25 Am**
- 3rd 11:30 Am To 11:55 Am**

1. Industrial Manufacturing Toolkit	Joe Epperson
2. Career Preparation Strategies in Small Districts	Panel
3. Career Preparation Strategies in Large Districts	Panel
4. Fiscal Update	Ted Davis

Industrial Manufacturing (CIP 15.0600) Program

This rubric is intended as a guide for districts to determine the feasibility of their schools to offer a successful and viable Industrial Manufacturing Program

Criteria	Unattained	Approaching Attainment	Attained	Evidence
1. Curriculum implementation process	District policy limits implementation for SY 05-06	X	Evidence of district policy to support implementation for SY 05-06	District Statement/Principal signature
2. Time on task	District unable to provide appropriate time on task	Evidence of time on task support for existing CTE programs	Evidence of district support for a minimum of 6 semesters for the IM program	District Statement/Principal signature
3. Minimum initial investment of \$25,000 - \$50,000	No equipment on site and no available funding	Evidence of some equipment on site but funding not available to purchase required equipment in time to teach the competencies for SY 05-06	Evidence of all equipment on site or documented funding for purchase prior to SY 05-06	Equipment list or equipment list and a District Statement/Principal signature
4. Investment of 1 computer per 2 students	Computers or funding not available	Evidence of some computers available but funding not available for purchase of remaining computers	Evidence of all computers on site or documented funding for computer purchase	District Statement noting student to computer ratio
5. Adequate square footage	Facility of required size not available	Evidence of smaller facility available with plans to expand at a later time or build a new facility	Evidence facility exists or documented funding for the completion of remodeling or construction prior to SY 05-06	District Statement/Principal signature
6. Active advisory board	Non-existing or inactive advisory board for other ITE programs	Evidence of advisory boards active in other ITE programs	Evidence of advisory board supporting all aspects of IM program	Advisory board membership list denoting IM areas of support
7. Current business and industry partnerships	Partnerships not currently established for existing ITE programs	Evidence of partnerships currently active with existing ITE programs	Evidence of business and industry partnership supporting IM Program for the school	Local business and industry letters
8. Articulation with postsecondary institutions	No current articulation agreements exist for existing CTE programs	Evidence of articulation agreements for other CTE programs	Evidence of an identified postsecondary institution for a potential IM agreement	Written support for articulation signed by postsecondary institution
9. Active involvement with SkillsUSA	Lack of participation with CTSO organizations	Evidence of current active participation with CTSOs for other CTE programs	Evidence of affiliation and participation with SkillsUSA	Local SkillsUSA section calendar of events
10. Teacher(s) holds current ITE certification	Teacher not identified	Evidence of ITE certification will expire within SY 05-06	Evidence of ITE certification valid through SY 05-06	Copy of teacher ITE certificate
11. Teacher(s) have IM industry experience	Teacher(s) have minimal IM industry experience	Evidence of recent IM industry experience by the targeted teacher	Evidence of teacher recent documented industry experience in multiple IM areas by the targeted teacher	District Statement/Principal signature



The "I's" Have It!

Industry

Isolation



The I's Have It

- **Industry (Business)**
 - Location
 - Distance
 - Number of Businesses in the community
 - Franchise
 - Private
 - Number of Local, Tribal, County, State, and Federal Organizations
- **Isolation**
 - Bussing
 - Distance travel by students
 - Distances travel per week per district
 - Distance
 - Square miles per district
 - Teacher turnover rate
 - Difficult in attracting highly qualified teachers
 - Difficulty in keeping highly qualified teachers
 - Difficulty in getting teachers coming out of industry to pass professional knowledge test
- If not **YOU**, Then **WHO**? If not **HERE**, Then **Where**? If not **Now**, Then **When**?

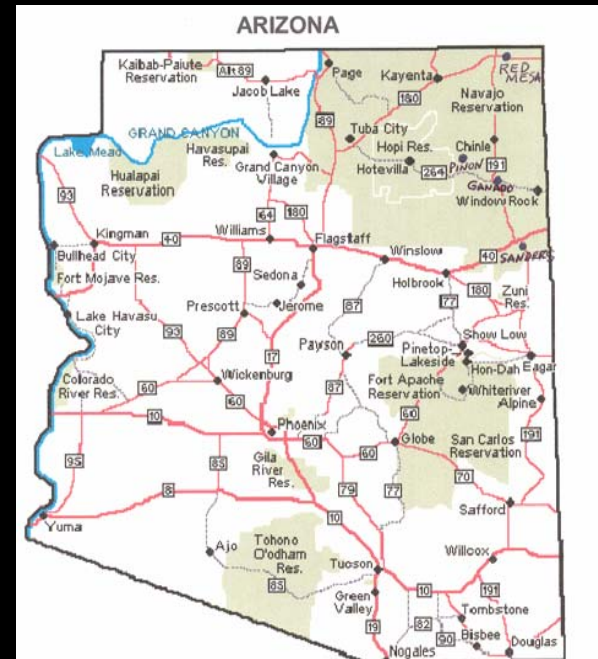
LOCATION

ARIZONA



Distance

- Kayenta..... 0
- Tuba City..... 72
- Chinle..... 66
- Ganado..... 94
- Pinon..... 108 / 68
- Window Rock.. 128
- Sanders..... 139
- Red Mesa..... 58
- **Mesa..... 326**

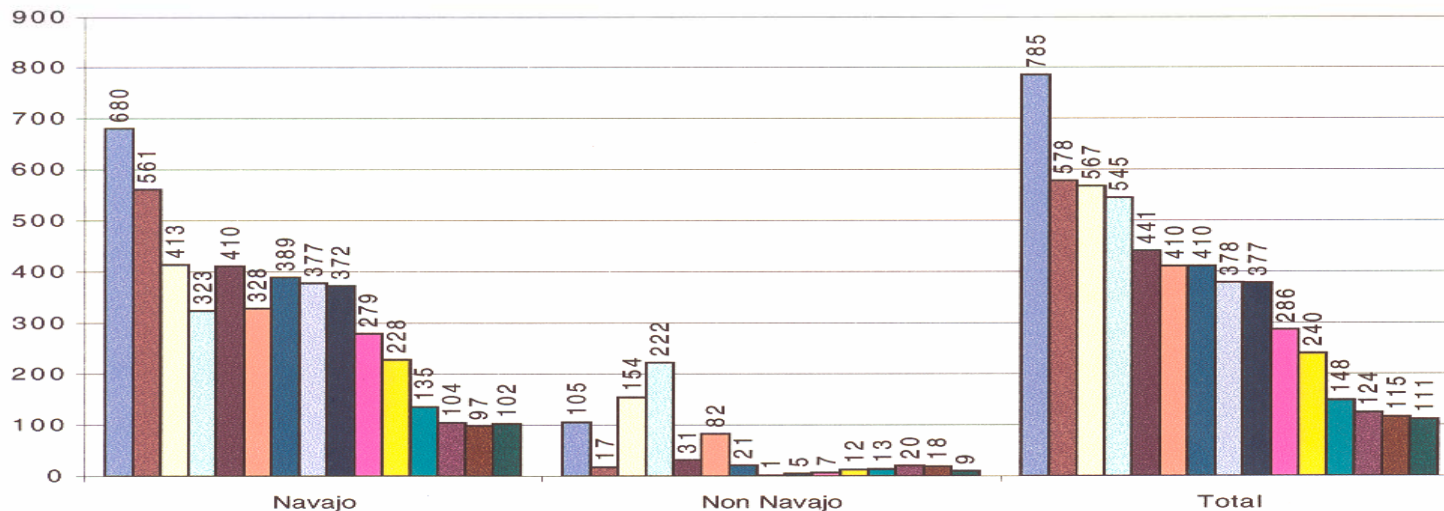


LARGE EMPLOYERS ON THE NAVAJO NATION

Name of Employer	Number of Employees		
	Navajo	Non Navajo	Total
Peabody Western Coal Company	680	105	785
Navajo Tribal Utility Authority - HQ	561	17	578
Four Corners Power Plant	413	154	567
Navajo Generating Station	323	222	545
PC & M Construction, Co., Inc.	410	31	441
Navajo Mine	328	82	410
The Pittsburgh & Midway Coal Mining Company	389	21	410
Navajo Engineering Construction Authority	377	1	378
Navajo Housing Authority - HQ	372	5	377
Navajo Agricultural Products Industry	279	7	286
Goulding's Grocery Store	228	12	240
Navajo Communications Company	135	13	148
T'iists'oozi' Bi'O'Ita	104	20	124
Navajo Security Company	97	18	115
Raytheon Missile Systems Company - NAPI	102	9	111

- 242 = 543

Large Employers on the Navajo Nation



- Peabody Western Coal Company
- Navajo Tribal Utility Authority - HQ
- Four Corners Power Plant
- Navajo Generating Station
- PC & M Construction, Co., Inc.
- Navajo Mine
- The Pittsburgh & Midway Coal Mining Company
- Navajo Engineering Construction Authority
- Navajo Housing Authority - HQ
- Navajo Agricultural Products Industry
- Goulding's Grocery Store
- Navajo Communications Company
- T'iists'oozi' Bi'O'Ita
- Navajo Security Company
- Raytheon Missile Systems Company - NAPI

NAVAJO NATION 2000 CENSUS

INDUSTRY

Agriculture, forestry, fishing and hunting, and mining	832	3.8
Construction	2,826	12.9
Manufacturing	729	3.3
Wholesale trade	124	0.6
Retail trade	1,713	7.8
Transportation and warehousing, and utilities	1,304	6.0
Information	224	1.0
Finance, insurance, real estate, and rental and leasing	472	2.2
Professional, scientific, management, adminis- trative, and waste management services	460	2.1
Educational, health and social services	8,239	37.6
Arts, entertainment, recreation, accommodation and food services	1,987	9.1
Other services (except public administration)	641	2.9
Public administration	2,356	10.8

CLASS OF WORKER

Private wage and salary workers	10,885	49.7
Government workers	10,296	47.0
Self-employed workers in own not incorporated business	703	3.2
Unpaid family workers	23	0.1

-Represents zero or rounds to zero. (X) Not applicable.

¹If the denominator of a mean value or per capita value is less than 30,
See text.

Source: U.S. Bureau of the Census, Census 2000.

By Bill Donovan
Special to the Times

WINDOW ROCK - Leaders in communities bordering the Navajo Reservation say they do not expect closure of the Black Mesa Mine to have a major impact on their economies.

Officials in several towns said this week that the projected decline in sales will be spread through so many communities that it will blunt the burden experienced by any one place.

Black Mesa miners, most of whom live near Kayenta, Ariz., have traditionally **shopped in Farmington and Gallup** but they also make major purchases such as mobile homes and vehicles in **Flagstaff, Holbrook and Winslow.**

Even Phoenix and Albuquerque probably got their share of the miners' paychecks.

But if any border community will be affected, it probably would be Gallup, where officials have been claiming Kayenta and the nearby communities as part of their trade area for the past 20 years.



SONIC

Hampton Inn

BURGER KING

McDonald's

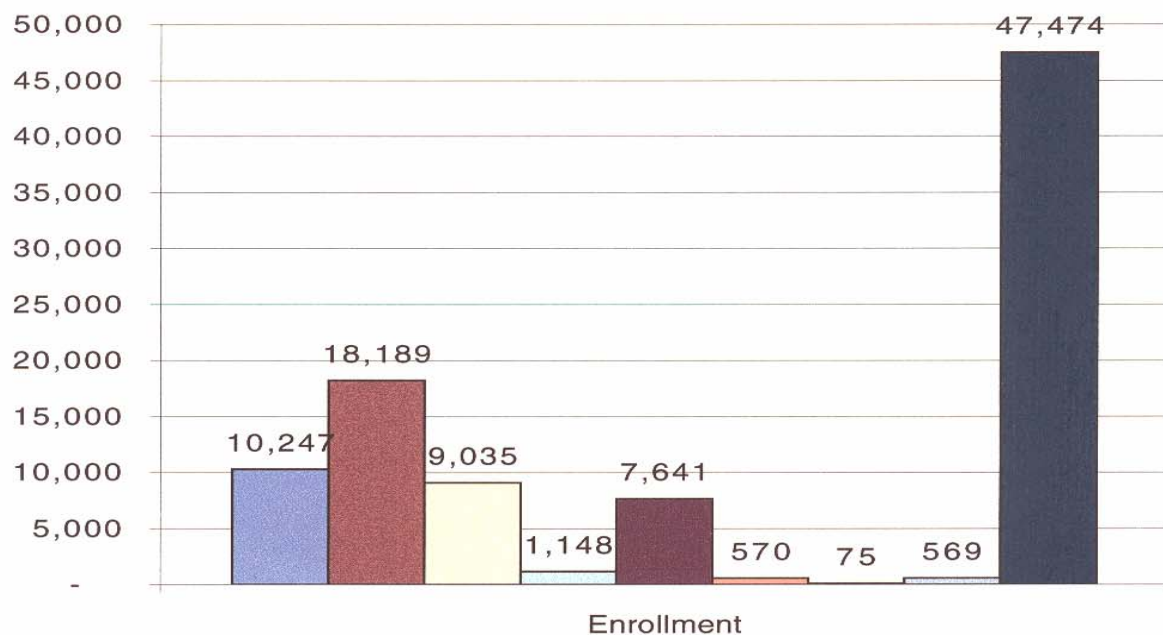
PEDESTRIAN CROSSING AHEAD

REDUCED
SPEED
AHEAD

TYPES OF SCHOOLS ON THE NAVAJO NATION

Types of Schools	Enrollment
BIA Schools	10,247
Arizona Public Schools	18,189
New Mexico Public Schools	9,035
Utah Public	1,148
Grant Schools	7,641
Association of Navajo Controlled Schools	570
Chartered Schools	75
Private Schools	569
Total:	47,474

Types of School on the Navajo Nation



■ BIA Schools

■ New Mexico Public Schools

■ Grant Schools

■ Chartered Schools

■ Total:

■ Arizona Public Schools

■ Utah Public

■ Association of Navajo Controlled Schools

■ Private Schools

Chinle
Ganado
Kayenta
Pinon
Red Mesa
Sanders
Tuba City
Window Rock

BUSSING

EXAMPLE: KAYENTA

540-FOREST LAKE- Driver H. Todacheene

4:40 a.m. Allen and Begay

4:45 a. m. Benally and Morgan

4:50 a.m. Baha

4:55 a.m. Begay

6:00 a.m. Forest Lake NHA Housing

546 - Shonto #2 – Driver E. Singer

5:45 a.m. Singer

550 – Inscription House – Driver S. Sands

5:35 a.m. Inscription House

NOTE: LATE BUS

5:45 p.m. Depart School

8:00 p.m. Arrive Home

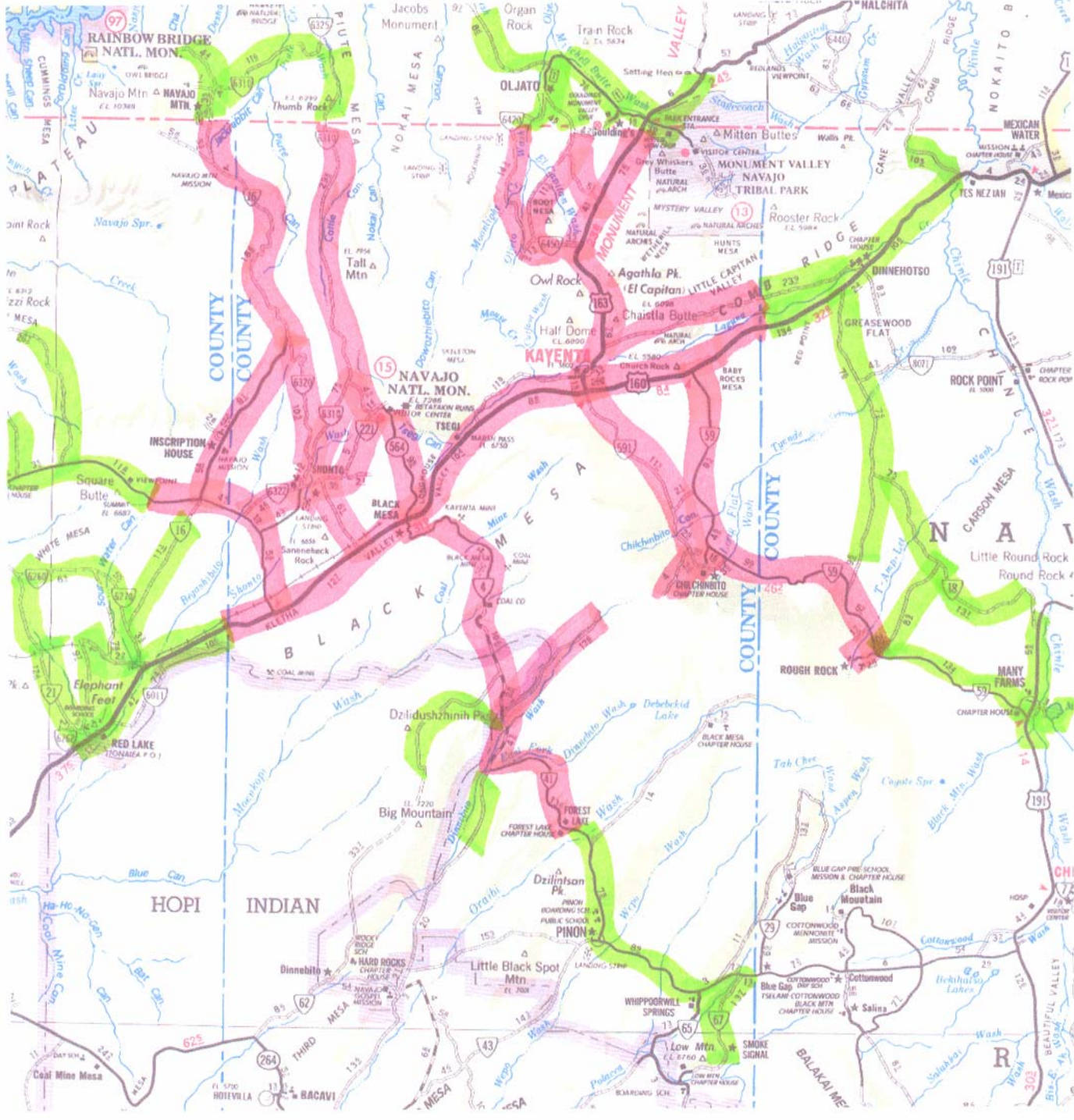


SANDERS UNIFIED

- Average Daily Regular Route**1,998 miles**
- Average Weekly Routes**9,575 miles**
- Farthest Distance One Way..... **87 miles (Wide Ruins)**
- Number of Routes **20**
- School District Square Miles.....**1,800 – 2,000**
- Average Daily Students Transported..... **965 Students**

KAYENTA UNIFIED

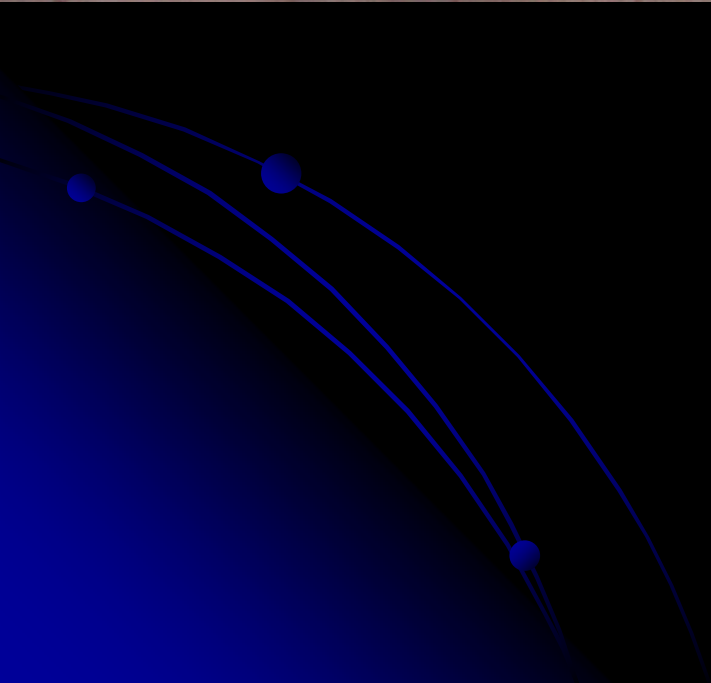
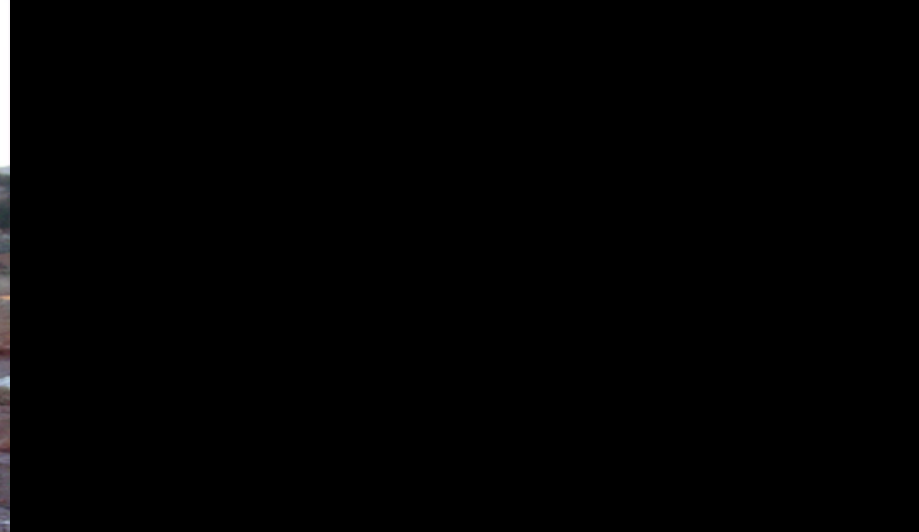
- Average Daily Regular Route **3,840 miles (60% Paved Roads)**
- Average Weekly Routes **19,200 miles**
- Farthest Distance One Way..... **112 miles (29 students)**
- Number of Routes **37**
- School District Square Miles..... **11,660 sq. mi.**
- Average Daily Students Transported.... **1,608 Students**
- 100th day report miles traveled..... **313,700 miles**
- End of the year traveled (05)..... **540,650 miles**
- ESS TRANSPORT..... **134 miles Rnd Trip (20 students)**



DISTANCE

110 X 106 =

11,660 SQ MILES

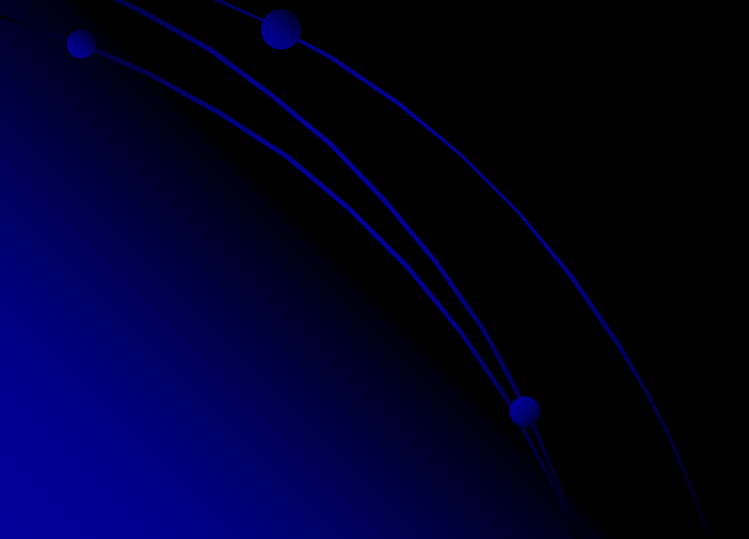




ONE WAY TRIP 79 MILES (Cane Valley Bus)



ONE WAY TRIP 114 MILES (Forest Lake Bus)



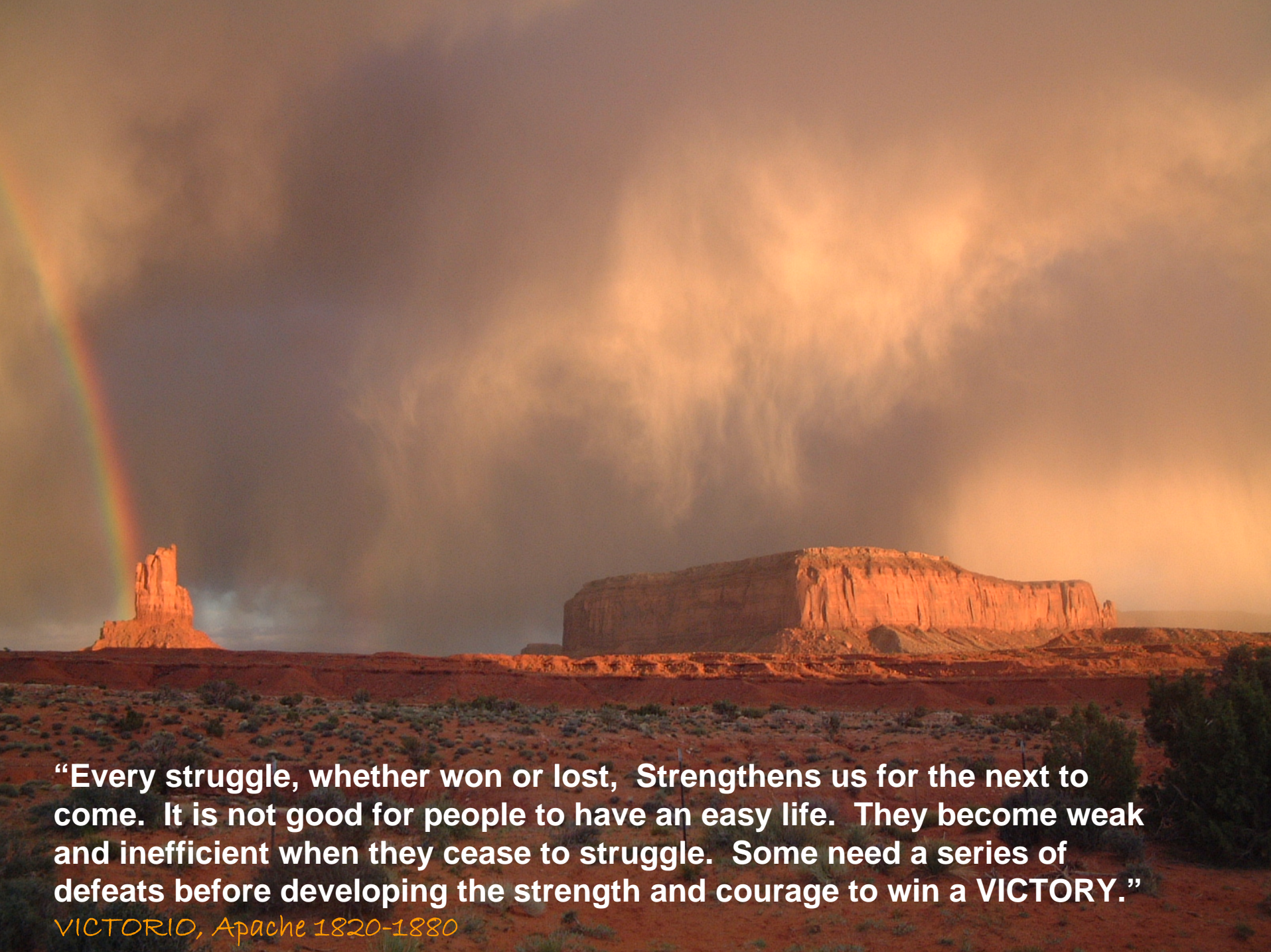


TEACHERS (ISOLATION)

- **Teacher turnover rate**

- Difficult in attracting highly qualified teachers
- Difficulty in keeping highly qualified teachers
- Difficulty in getting teachers coming out of industry to pass professional knowledge test
- Difficulty in adjusting to **culture, climate** and **ISOLATION**
- **Distance traveling to get to the nearest city.**





“Every struggle, whether won or lost, Strengthens us for the next to come. It is not good for people to have an easy life. They become weak and inefficient when they cease to struggle. Some need a series of defeats before developing the strength and courage to win a VICTORY.”

VICTORIO, Apache 1820-1880

ARIZONA TROOPS TO TEACHERS



Arizona Troops to Teachers

“Proud to Serve Again”



- John Scheuer, Director
800-830-2134
jscheue@ade.az.gov
- Josie Luna, Program Ast.
602-542-3201
jluna@ade.az.gov

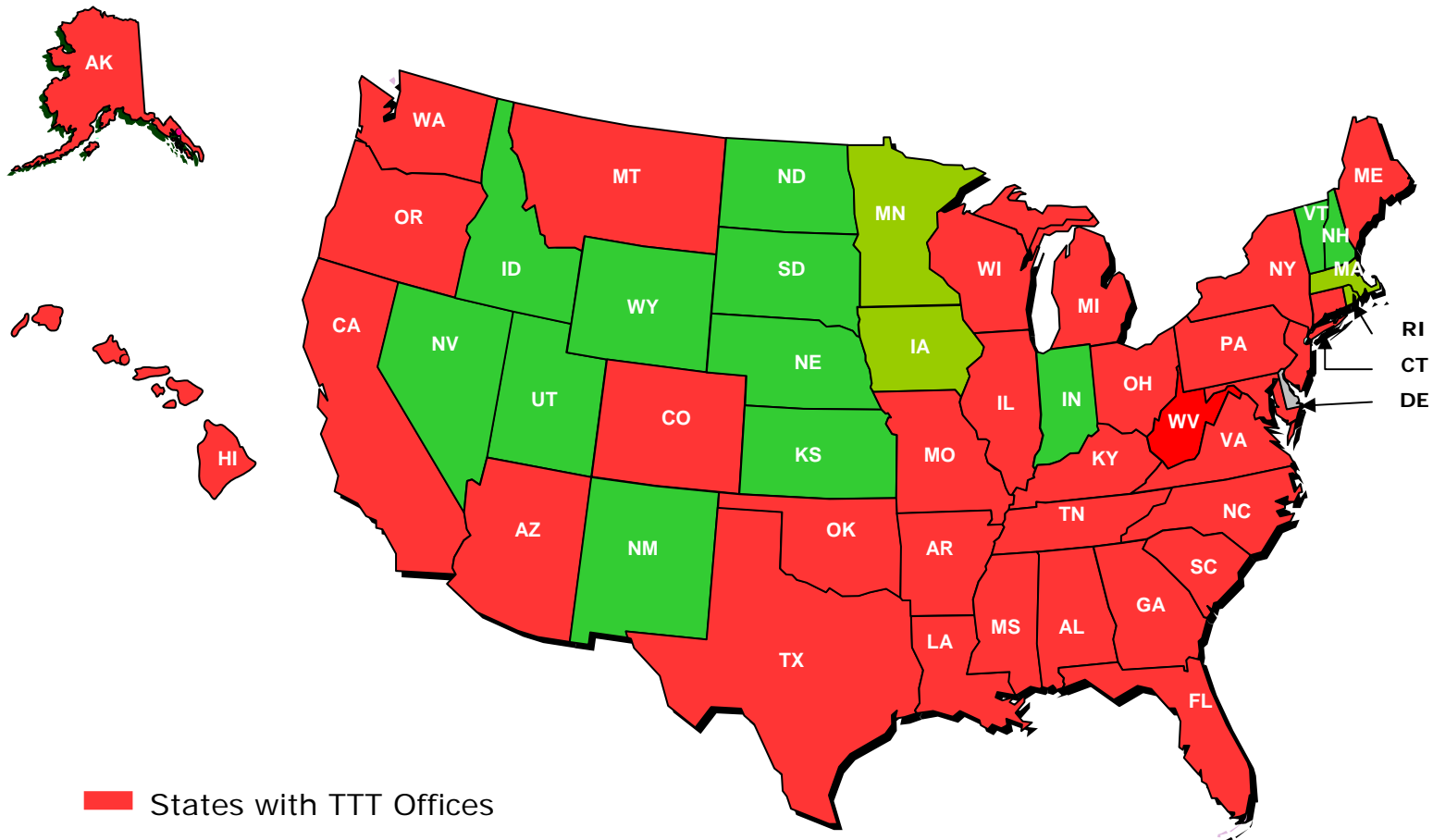
- Purpose

To assist applicants in qualifying for an appropriate educational or teaching certificate and to help identify employment opportunities in Arizona.



- Federal program created in 1994
- Administered by DOD through the Defense Activity for Non-Traditional Education Support (DANTES)
- Funded by the U.S. Department of Education
- Influenced primarily by military downsizing and teacher shortages
- Headquartered in Pensacola, FL

Troops to Teachers (T_3)



- States with TTT Offices
- States with Support Agreements
- No TTT Offices, but accept TTT participants

"Proud to Serve Again"

Top 10 TTT States

Texas	1,412 hires	109,760 mil
Florida	683 hires	52,300 mil
Virginia	647 hires	90,088 mil
California	535 hires	128,277 mil
Georgia	521 hires	67,642 mil
North Carolina	445 hires	101,033 mil
Colorado	414 hires	29,790 mil
South Carolina	344 hires	38,213 mil
Arizona	311 hires	22,793 mil
Ohio	250 hires	7,211 mil

Hires as of 2/8/06

Military Population: Department of Defense, Directorate for Information Operations and Reports
(Atlas/Data Abstract FY04)

Eligibility

➤ Service Requirements

- Retired

- 6+ yrs active duty separate on or after 10/1/90

- Reserve with 6yrs towards retirement

➤ Education Requirement

- Bachelor's Degree or above, or

- = 1 yr college + 6yrs experience in Vocation field (can only cert in CTE)

Financial Assistance

- A stipend of up to **\$5,000** to assist with teacher certification costs. Must teach in high-need ***district***.
- A **\$10,000** bonus for participants who teach in schools that are defined as high-need ***schools***.
- Both require a 3-year teaching commitment
- Maximum amount received can not exceed \$10,000.



Financial Eligibility - Active Duty



Bonus & Stipend Eligibility

- **AD-1.** Retired from Active Duty (53%)
- **AD-2.** Active duty member with approved date of retirement, with 1 year or less remaining before retirement (16%)
- **AD-3.** Separated on or after January 8, 2002 for physical disability. Must register within 4 years after separation. (1%)





Financial Eligibility - Reserve Components



Bonus & Stipend Eligibility

- **RC-1.** Retired from the Selected Reserve (6%)
- **RC-2.** Currently serving in the Selected Reserve with 10 or more years of creditable service towards retirement and commit to serving an additional 3 years, or until eligible for retirement (10%)





Financial Eligibility - Reserve Components



Bonus & Stipend Eligibility

- **RC-3.** Separated from the Selected Reserves due to a physical disability on or after January 8, 2002. Must register within 4 years after separation. (2%)
- **RC-4.** Individuals transitioning from active duty on or after January 8, 2002, and have served 6 years on active duty immediately before separation, and commit to 3 years with a Selected Reserve unit. Must register within 4 years after separation. (.5%)





Benefits of Registration



- Step-by-step assistance with Arizona Certification process
- Job referral and placement assistance
- Online resume posting service and message board
- Access to experienced mentors for job-hunting and teaching tips
- And...it's **FREE**, no obligations!

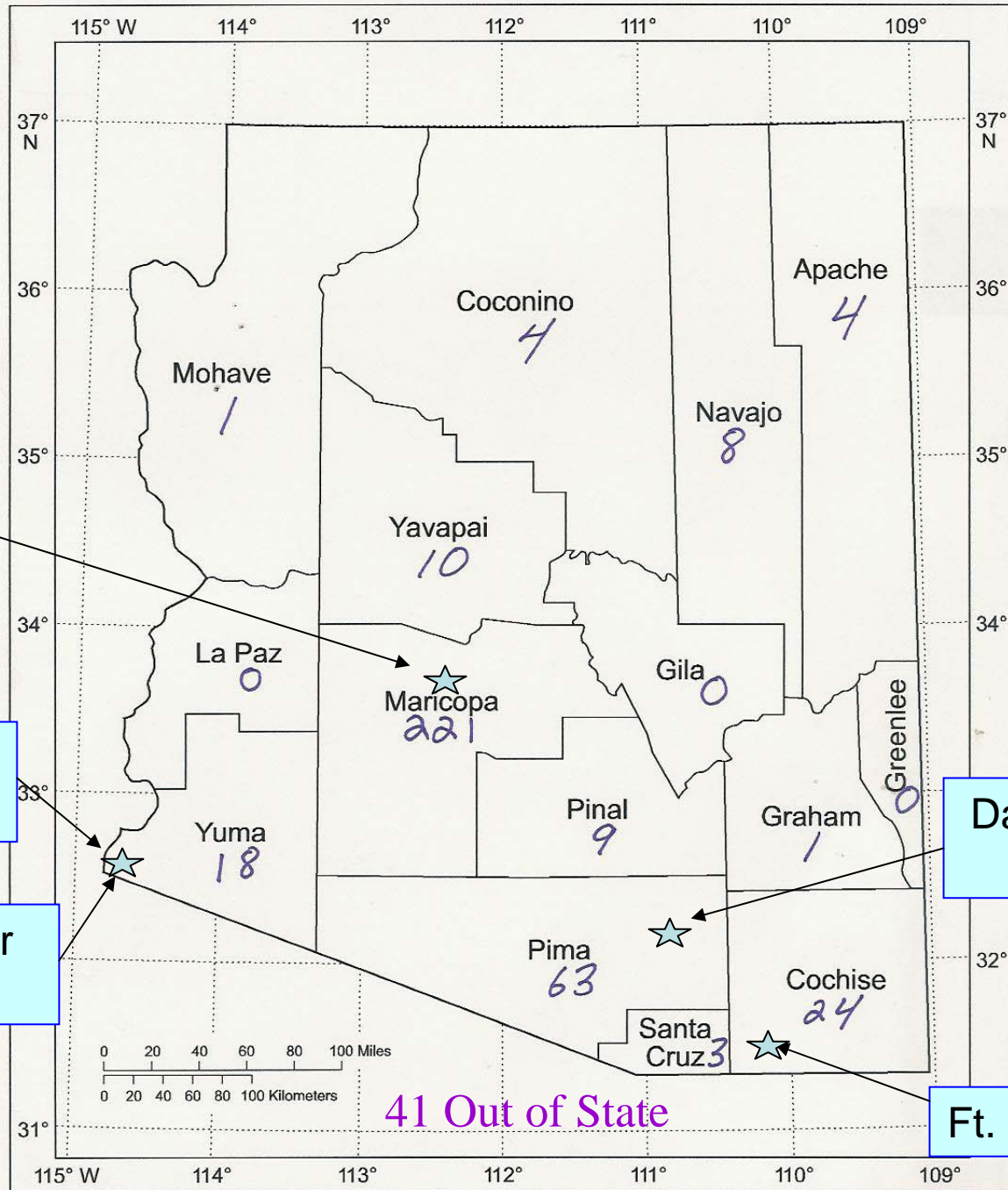


- AZ TTT Certifications:

- Administrative – Superintendent {2} , Principal {4} or Supervisor {2}
- Elementary Teaching (K-8) {31}
- Secondary Teaching (7-12) {87}
- Special Education (K-12) {13}
- Vocational Education Teacher (CTE K-12) {93}
 - Business & Marketing {46}
 - Industrial Technology {44}
 - Health Careers {3}
- JROTC (9-12) {19}
- Substitute {172}

{numbers are '05-06 certifications}

Arizona TTT Registrations by County





Montgomery GI Bill Benefits



- Receipt of a Troops-to-Teachers stipend or bonus will not affect benefits under chapter 30 or chapter 1606 (VEAP).
- If eligible for VA benefits, participants can file for reimbursement of AEPA expenses.
- If eligible for VA benefits, participants may also be reimbursed for expenses in pursuit of National Board Certification!



- Arizona Troops to Teachers is nationally unique because:
 - It is based upon an alliance between the Program Director and the Department Certification Unit.
 - It is tailored to the military professional in transition.
 - It features certification career counseling for each applicant.
 - It includes a certification specialist who is trained and familiar with the military scheme.
 - It offers special handling of applications.
 - It provides customized forms and personalized attention to individual situations.

Hiring Troops to Teachers

Three primary reasons why a school/district should hire a Troop to Teacher:

1. **Male. 83%** of Troops to Teachers are male, while males comprise only 21% of public school teachers
2. **Minority. 43%** of Troops to Teachers are minority, while minorities make up only 10% of all public school teachers.
3. **Retention.** For Troops to Teachers hired SYs 1999-2003, 82% are still employed in 2005. Of the initial 343 Troops to Teachers employed in 1994, 65% are still teaching! Compare these stats with “regular” teachers whose retention rate after 5 years is near 50%.
4. **Mature & Experienced.** Median age is 41. 62% have Master’s Degree’s or above.



www.proudtoserveagain.com

Our website is available to schools – FREE – to post vacancies and provide e-mail and other contact information. You may also freely search our database for candidates to fill open teaching positions.

800-231-6242

In Arizona 800-830-2134



Arizona Department of Education
Tom Horne, Superintendent of Public Instruction



Notification of Intent Forms

for new CTE Programs

FY 2006-2007



LEA Benefits

- 1. Approval to spend Basic Grant Funds to Start a New CTE Program**
- 2. Report Level III enrollments for State Funding**
- 3. Report Students in Joint Technological Education District Programs**
- 4. Discontinue (Sunset) an Existing CTE Program**



ADE/CTE Purposes

1. Schedule T A Visits
2. Update Basic Grant Application
3. Assign Birth Dates to new programs
4. Assign Sunset Dates to Replaced programs
5. Add (New or Reapplying) School District, BIA or Charter School to State and Federal Funding Allocation Process
6. Compare Course Enrollment with NOI Log to generate the Funding Report for approved programs



Possible Implications

- 1. Cannot spend Basic Grant Funds for Program**
- 2. Enrollment not Eligible for State Funding**
- 3. District Administration Receives Preliminary Funding Deficiency Report**



Submission Requirements

1. **Start new CTE Program, Option or Level II course**
2. **Transition from an existing to a new program or option**
3. **Move or add an existing program at a new site**
4. **Failed to report Level III enrollments for previous year**
5. **Meet the April 1, 2006 deadline**



Second Stage Submission

1. Rationale for new program
2. Rationale for late submission
3. Copy of Level III teacher certification or plan for submitting application
4. Accurate fall enrollment for 2006-07 school year
5. CTSO implementation plan
6. Level II and Level III course syllabus
7. List of Advisory Committee Membership
8. September 15, 2006 deadline



Obtain New NOI Forms

1. <http://www.ade.az.gov/cte/whatsnew>
2. Hard Copy in your Packet
3. Mail



Submit NOI Forms

- 1. Submit NOI Form for Each Program or Option at all Sites**
-
- 3. Complete all Blanks on Form**
- 4. List Course Sequence for Program/Option**
- 5. Secure all Signatures including Superintendent**
- 6. Mail to Helen Bootsma, CPT Director at ADE**



Questions?

